



NASA Langley Research Center Anti-Harassment Policy Statement

NASA Langley Research Center will provide a working environment that is free from harassment for all employees. I am committed to providing an environment that values diversity, emphasizes the dignity and worth of every individual, and where every employee is treated with respect. Harassment in any form is contrary to these goals and fundamentally at odds with the core values of NASA and Langley. Harassment is unacceptable and will not be tolerated. Incidents of harassment will be met with swift and appropriate disciplinary action, up to and including removal from federal service.

Individuals who are subjected to such harassment must be able to report that they are the victims of this behavior without fear of retaliation for reporting the harassment. Managers or supervisors found to have retaliated against an employee for reporting harassment will be disciplined.

Harassment is defined as: a) verbal or physical conduct that denigrates or shows hostility toward an individual based on race, color, religion, sex, age, national origin, disability (physical or mental), or retaliation; b) has the purpose or effect of creating an intimidating, hostile, or offensive environment; and c) has the purpose or effect of unreasonably interfering with an individual's work, or participation in NASA activities or otherwise adversely affects an individual's opportunities.

Examples of harassing behaviors include but are not limited to: a) derogatory remarks of a racial nature or relating to national origin; b) demeaning jokes or comments based on an individual's disability, seen or unseen; c) sexually oriented comments or behavior; or d) racial slurs or name calling.

If you believe you have been harassed, you may seek assistance from your immediate supervisor, the Office of Human Capital Management (OHCM), 757-864-2686, or the Office of Equal Opportunity Programs (OEOP), 757-864-9321. Contacting an organization outside of the supervisory chain may be necessary, particularly in the event that a supervisor may be involved in the alleged misconduct.

Reporting allegations of harassment does not necessarily constitute filing an EEO complaint or filing a statutory appeal and/or grievance. However, management is obligated to promptly investigate all allegations of harassment and ensure appropriate corrective action is taken when harassment is found. Further this policy is not intended to impair, replace, or limit the right of any employee to seek a remedy available under local, state, and federal laws. While we recognize an employee's desire to remain confidential, employees should be aware that it may be necessary to reveal certain information to conduct an effective investigation to be properly reviewed by appropriate, impartial management officials for determination of disciplinary action, if warranted.

I will hold managers and supervisors accountable who fail to promptly investigate complaints of harassment and who fail to appropriately discipline individuals who engage in harassment. Each of us has an individual responsibility to do our best to prevent harassment of any nature and to immediately correct it if it does occur. I expect all of you to join me in that effort.



Lesa B. Roe, Director

10/18/05

Date